

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Department of the Interior (and below)

For 1st Quarter 2022 for period ending December 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	328	366	301	274	239	57
Number of Complainants	321	351	297	267	232	56
Repeat Filers	5	14	4	7	7	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	101	118	80	71	83	15
Color	41	38	29	27	20	6
Religion	13	20	9	9	12	4
Reprisal	168	200	161	148	150	19
Sex	136	138	108	104	93	18
PDA	3	1	2	3	2	0

National Origin	41	53	33	12	34	7
Equal Pay Act	2	1	1	1	2	0
Age	117	114	113	100	75	19
Disability	105	119	88	100	75	17
Genetics	1	2	2	1	0	1
Non-EEO	12	19	15	16	8	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	31	32	32	35	40	7
Assignment of Duties	35	40	43	23	27	4
Awards	9	4	7	2	3	0
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	0	1	1
Reprimand	17	13	8	13	13	3
Suspension	20	13	8	15	15	4
Removal	8	16	10	19	5	1
Other	0	1	0	0	0	0
Duty Hours	8	1	5	6	5	1
Perf. Eval./ Appraisal	41	38	31	32	29	6
Examination/Test	2	2	0	0	5	1
Harassment						
Non-Sexual	155	183	158	120	114	32

Sexual	12	12	7	8	4	1
Medical Examination	3	1	1	2	0	2
Pay including overtime	10	2	6	4	11	2
Promotion/Non-Selection	40	54	25	39	26	5
Reassignment						
Denied	0	1	1	4	1	0
Directed	11	14	14	10	8	0
Reasonable Accommodation Disability	27	41	22	35	24	8
Reinstatement	0	0	0	0	0	0
Religious Accommodation	1	0	0	0	0	3
Retirement	3	2	3	3	4	1
Sex-Stereotyping	0	2	0	0	1	0
Telework	3	11	3	4	3	2
Termination	26	30	20	25	22	4
Terms/Conditions of Employment	59	49	41	40	35	8
Time and Attendance	18	15	14	20	12	0
Training	9	13	12	11	6	1
Other						
User Defined - Other 1	1	0	0	0	0	1
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	187.07	183.94	203.24	183.81	224.48	194.96
Average number of days in final action	51.78	52.62	55.40	112.45	108.10	57.23
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	192.30	189.47	205.16	179.02	225.26	200.14
Average number of days in final action	46.42	34.69	40.58	74.00	66.07	38.28
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	178.94	181.58	203.32	180.04	210.81	178.89
Average number of days in final action	56.88	69.12	73.59	157.66	157.12	77.95
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	43	24	33	27	22	5
Average days pending prior to dismissal	153.98	107.29	209.73	165.41	178.18	119
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	15	26	13	20	22	4

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Findings After Hearing	3		1		4		3		5		0	
Race	1	33	1	100	0	0	0	0	4	80	0	0
Color	0	0	1	100	0	0	0	0	1	20	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	67	1	100	3	75	1	33	5	100	0	0
Sex	2	67	1	100	2	50	1	33	2	40	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	0	0	1	20	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	1	100	2	50	2	67	0	0	0	0
Disability	3	100	0	0	0	0	3	100	3	60	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	3		1		0		4		21		1	
Race	1	33	0	0	0	0	1	25	4	19	0	0
Color	1	33	0	0	0	0	1	25	3	14	0	0
Religion	0	0	0	0	0	0	0	0	1	5	0	0
Reprisal	1	33	1	100	0	0	3	75	15	71	0	0
Sex	1	33	0	0	0	0	1	25	10	48	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	25	1	5	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	0	0	0	0	4	19	0	0

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Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	20	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	1	20	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	25	0	0	3	60	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	33	0	0	1	25	1	33	4	80	0	0
Sexual	0	0	0	0	2	50	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	33	2	40	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	1	20	0	0

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Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	279	285	277	270	195	315
Total Complainants	269	276	266	262	188	300
Number complaints pending						
Investigation	14	6	8	3	1	46
ROI issued, pending Complainant's action	0	0	2	1	0	12
Hearing	269	275	255	220	184	229
Final Agency Action	7	8	16	46	13	26
Appeal with EEOC Office of Federal Operations	70	62	45	59	76	76
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	28	18	7	2	8	7